

# The Future of Work

# One Slide Intro to Workforce Development

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**Business needs workers**

**Jobseekers need jobs**

**Build training that connects the two**

# One Big Problem

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**WORKFORCE DEVELOPMENT IS  
OBSOLETE.**

**(and has been for awhile...)**

# California's Plan for Workforce

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## ✓ The Vision:

Income Mobility  
&  
Regional Prosperity

*Why?*

Income Mobility  
&  
Regional  
Prosperity

*What?*

Industry  
Engagement



Upward  
Mobility



Integrated  
Approach

*How?*

Sector  
Strategies

Career  
Pathways

"Earn And  
Learn"

Organizing  
Regionally

Supportive  
Services

Cross  
System  
Data  
Capacity

Integrating  
Services  
Delivery  
and  
Braining  
Resources

People with Barriers to Employment  
20-40% of the Public

# California's Plan for Workforce

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1. One million “middle-skill” industry-valued and recognized postsecondary credentials

What is a middle-skill postsecondary credential?

A credential with demonstrable labor market value that requires more than a high school education but less than a four-year degree

2. Double the number of apprentices in the next 10 years.

# California's Plan for Workforce

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Who is going to make those numbers happen in an economy with less than 5% unemployment?

Those who don't have credentials or aren't apprenticeships are those who need the most support.

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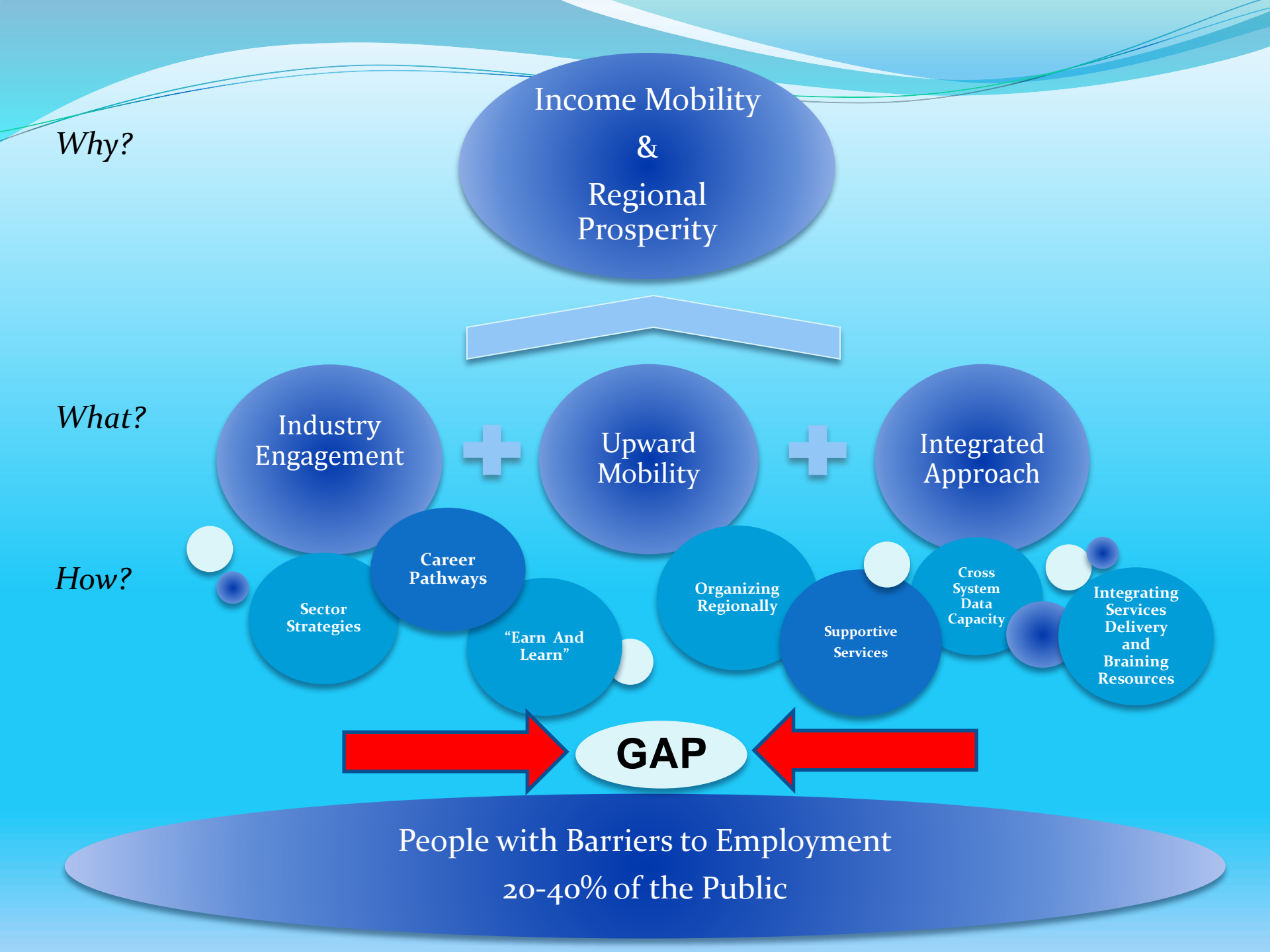
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**GAP**

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# California's Plan for Workforce

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If resources are not put forth to close that gap, jobseekers will continue to settle for temporary, contract, or gig economy work. If they find work at all.

Workforce Development entities must move forward on equity of opportunity, skills-based marketplaces, more cohesive business connections and job quality.

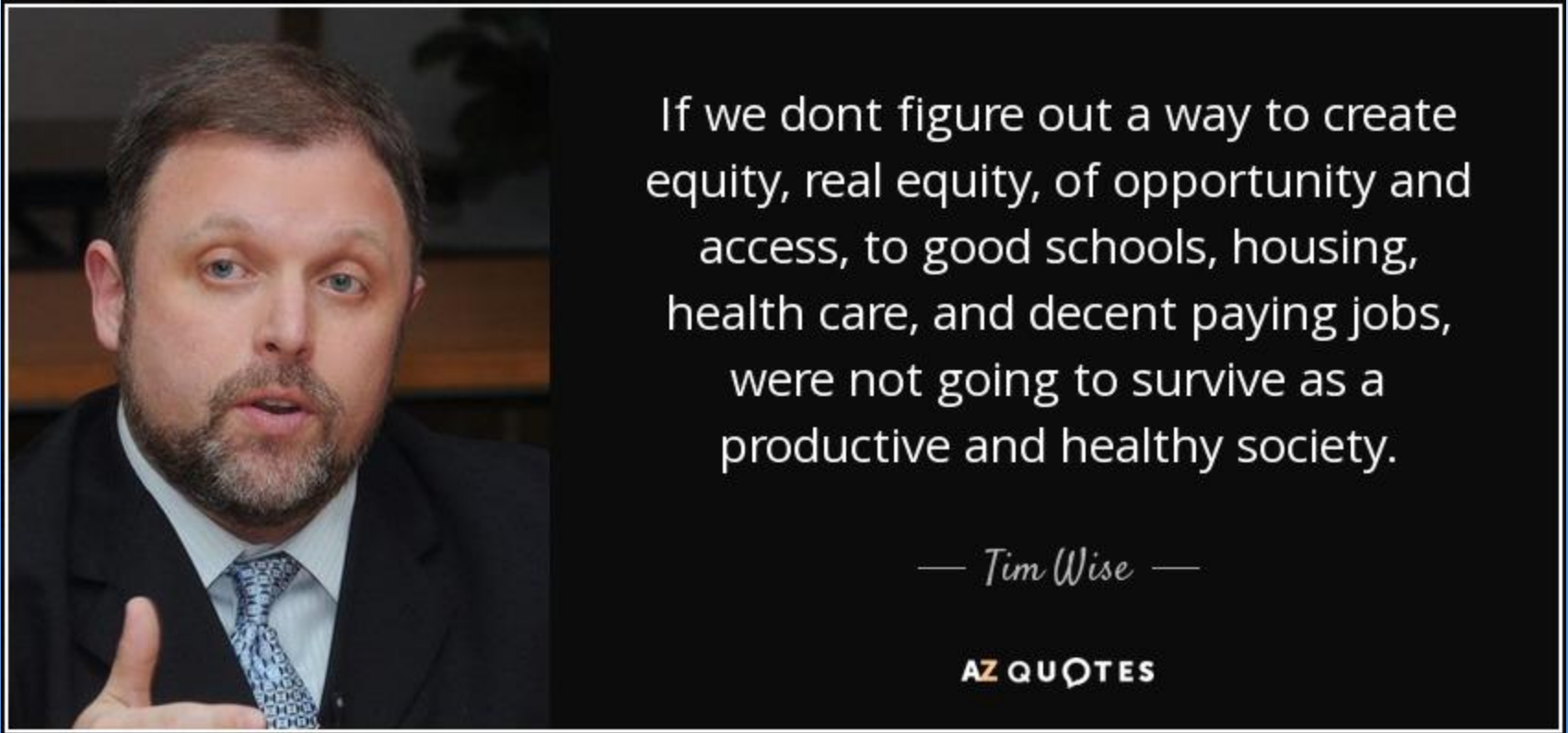
# Workforce Agenda of the Future

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- Equity of Opportunity and Outcomes
- Skills-Based Marketplaces
- Cohesive Business Connections
- Job Quality

# Equity of Opportunity and Outcomes

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# Equity of Opportunity and Outcomes

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- From “Serving Those With Barriers to Employment”

To...

- “Creating Equity of Opportunity, and Monitoring Outcomes, with Intention”



# Equity of Opportunity and Outcomes

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- A system based on credential attainment will isolate those who cannot attain a credential
  - Life circumstance
  - Financial circumstance
  - Needed remediation
- Especially crucial for at-risk youth

# Equity of Opportunity and Outcomes

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- Currently, 20-25% of Californians are disconnected from the economy
- 40-50% are one paycheck away from insolvency, if not there already
- These situations disproportionately affect the targeted populations, especially youth
- If Opportunity does become equitable, we must ensure that equitable Outcomes follow

# Skills-Based Marketplace

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- Meanwhile, employers are increasingly bringing training in-house
- Employers are looking for direct access to workforce development funds
- They are looking for teachable people with “employability skills” to train themselves
- In this climate, credentials can actually be a negative
- We can fight these trends, or... we can lead.

# Skills-Based Marketplace

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- Identify “employability skills”
- Partner with industry for benchmarks and definitions
- Certify jobseekers and incumbent workers who display these skills, with examples of how they do so
- Develop a clearinghouse for these skills
- As new industries arise, work with nascent industry leaders to develop skill profiles as they develop
- Cross-sector skills analysis



# Cohesive Business Connections

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- Need to measure across workforce and education through the use of common measures
  - Performance accountability, Evaluation and assessment
  - Geographic scalability by region, institution, and program
- Ability and capacity to:
  - Track co-enrollment and share real-time participant data
  - "Fuzzy match" participant data to labor market outcomes
  - Link data sources between agencies and Common identifier for longitudinal outcomes
- Central public location and access for reported program data
  - Automated data requests and data transfer from and between partners
  - Access for policymakers and legislature
  - Public data request access for students, researchers, workers, and service recipients

# Job Quality

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- People must be hired into jobs that provide fiscal solvency and basic respect and well-being
  - Wages that are at the lead in an industry
  - Employers who commit resources to continuous training
  - Sick leave, vacation
  - Scheduling that allows for a healthy lifestyle
- Public funding and tax dollars that are used to benefit the economy should be put where the most bang for their buck is located, and that is with employers who provide quality jobs

# What about Robots?

# Automation, Artificial Intelligence

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- Alchemists
- Human Alarm Clocks
- Icemen
- Cobblers
- Everyone employed in Downton Abbey

These jobs morphed into new professions, or moved aside for new industries and technology.

As old jobs and industries wither and/or die, we must have a skills-based marketplace that can connect employees to new arenas where their skills are valued.

# Automation, Artificial Intelligence

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If we have a system that:

- Actively promotes equity for disadvantaged populations
- Leads in skills-based hiring strategies
- Works together to build cohesive business engagement, with established and new industries
- Promotes job quality

... we will be relevant. Better yet, we will lead.

# Thank you

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